Executive Leadership Excellence & Workforce Performance Management Course for Senior Directors Training Course

Professional Development Training Course Outline

Category	CEOs and Directors	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s rapidly evolving global business environment, Executive Leadership Excellence and Workforce Performance Management have become critical drivers of sustainable organizational success. Senior Directors are expected to lead with strategic foresight, data-driven decision-making, emotional intelligence, and high-performance culture building. Executive Leadership Excellence & Workforce Performance Management Course for Senior Directors Training Course is designed to strengthen executive capabilities in transformational leadership, workforce optimization, talent development, and organizational agility, enabling leaders to navigate complexity and deliver measurable results.

This programme integrates cutting-edge leadership frameworks, AI-powered performance analytics, workforce engagement strategies, and governance best practices to empower leaders in achieving operational excellence and strategic alignment. Participants will gain hands-on experience through real-world case studies, executive simulations, and peer learning, ensuring immediate application of concepts to drive organizational performance, innovation, and competitive advantage.

Programme Curriculum

Executive Leadership Excellence & Workforce Performance Management Course for Senior Directors Training Course

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Course Duration

10 Days

Course Objectives

By the end of this course, participants will be able to:

1. Apply transformational leadership strategies to drive organizational change
2. Enhance workforce productivity using data-driven performance management tools
3. Implement AI-enabled workforce analytics for decision-making
4. Strengthen strategic thinking and execution excellence
5. Foster a high-performance organizational culture
6. Improve employee engagement and retention strategies
7. Develop leadership agility in dynamic environments
8. Align workforce strategy with corporate vision and goals
9. Utilize KPIs and performance dashboards effectively
10. Strengthen governance, ethics, and accountability frameworks
11. Build resilient and adaptive leadership capabilities
12. Enhance stakeholder management and communication strategies
13. Drive innovation and continuous improvement initiatives

Target Audience

- Senior Directors
- Executive Leaders (C-suite)
- Heads of Departments
- Regional Directors
- HR Executives & Workforce Strategists
- Operations Directors
- Public Sector Leaders
- Organizational Development Specialists

Course Outline

Module 1: Executive Leadership Foundations

- Leadership paradigms in modern organizations
- Strategic leadership vs operational leadership
- Leadership styles and impact
- Ethical leadership and governance

- **Case Study:** Global leadership transformation success

Module 2: Strategic Workforce Planning

- Workforce forecasting techniques
- Talent pipeline development
- Skills gap analysis
- Workforce segmentation
- **Case Study:** Workforce planning in multinational firms

Module 3: Performance Management Systems

- Designing KPI frameworks
- Balanced scorecards
- Performance appraisal systems
- Continuous performance tracking
- **Case Study:** High-performing organizations

Module 4: Data-Driven Decision Making

- Workforce analytics tools
- Data visualization dashboards
- Predictive analytics
- Evidence-based leadership
- **Case Study:** Analytics-driven HR transformation

Module 5: Organizational Culture & Engagement

- Building high-performance cultures
- Employee engagement strategies
- Change management integration
- Diversity and inclusion
- **Case Study:** Culture transformation success story

Module 6: Talent Management & Development

- Leadership development pipelines
- Succession planning
- Coaching and mentoring
- Learning and development strategies
- **Case Study:** Talent retention in competitive markets

Module 7: Change Leadership

- Leading organizational change
- Managing resistance
- Communication strategies
- Agile transformation
- **Case Study:** Digital transformation leadership

Module 8: Emotional Intelligence & Leadership

- Self-awareness and regulation

- Empathy in leadership
- Relationship management
- Conflict resolution
- **Case Study:** Leadership effectiveness improvement

Module 9: Governance, Risk & Compliance

- Corporate governance frameworks
- Risk management strategies
- Compliance systems
- Ethical decision-making
- **Case Study:** Governance failure analysis

Module 10: Innovation & Strategic Thinking

- Innovation frameworks
- Design thinking
- Strategic foresight
- Competitive advantage strategies
- **Case Study:** Innovation-driven organizations

Module 11: Workforce Productivity Optimization

- Lean management principles
- Process improvement
- Workforce efficiency tools
- Automation integration
- **Case Study:** Productivity transformation

Module 12: Stakeholder Engagement

- Stakeholder mapping
- Communication strategies
- Negotiation skills
- Relationship management
- **Case Study:** Stakeholder conflict resolution

Module 13: Digital Transformation & Leadership

- Digital leadership skills
- Technology integration
- AI in workforce management
- Cyber resilience
- **Case Study:** Digital leadership success

Module 14: Crisis Leadership & Resilience

- Crisis management frameworks
- Decision-making under pressure
- Organizational resilience
- Business continuity planning
- **Case Study:** Crisis leadership in action

Module 15: Leadership Action Plan

- Personal leadership assessment
- Strategic action planning
- Performance improvement roadmap
- Implementation strategies
- **Case Study:** Executive leadership success journey

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org **or call** *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com